

ANNUAL REVIEW

2018-19

ETFOUNDATION.CO.UK

WELCOME



David Russell is the Chief Executive of the Education and Training Foundation

I am very proud to present the ETF's Annual Report for the 2018-19 financial year. The charity went from strength to strength, and we grew on all fronts. My team, my board and all our partners are driven by a passionate desire to support teachers and leaders across the Further Education system, and help them achieve their development goals for the benefit of learners and employers in England.

The year saw us cement our relationship with Government, with the Department for Education (DfE) releasing a review of our role in the landscape. The DfE recognised our unique expertise and endorsed our partnership model which supports a self-improving sector, leaving us stronger than ever. We also secured our first contract award from the DfE, supplementing our grant and locking in an element of multi-year funding, which allows us to deliver even better value for the sector.

The introduction of T Levels in 2020 will be a significant positive development for technical education, and we are proud to have designed and begun delivery of a multi-faceted T Level Professional Development offer, helping the sector get ready to teach the new qualifications. This is an example of how we fulfil our mission to support the sector in responding positively to Government initiatives, turning challenges into opportunities.

We have also been led by the large Training Needs Analysis (TNA) we conducted, and invested in the production of the new Enhance Digital Teaching Platform, underpinned by the national Digital Teaching Professional Framework.

The national TNA highlighted use of EdTech as an area with a large gap between the training and development practitioners undergo and what they think they will need – our mission includes closing these strategic sector-wide gaps.

I am particularly proud of what our membership body, SET, has achieved. Growing from a base of 9,000 members in 2015, we reached 20,000 in the last year. This fantastic growth shows the vibrancy of the diverse practitioners in our sector who know they are stronger together working in collaboration, locally, regionally and nationally against common professional standards. We also awarded the very first teachers with Advanced Teacher Status, the new badge of mastery in FE, and we were proud to see the first cohort take their place alongside their school-based colleagues in the inaugural graduation ceremony awarding Chartered Teacher Status.

Our sector remains a very challenging environment financially; the support and development we have provided this year has made a tangible difference to the thousands of teachers who have fed back positively on their interactions with the ETF and SET. We enter 2019-20 stronger than ever, confident of our ability to support the sector in its mission of changing lives for the better.

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OUR STRATEGIC PURPOSE

The Education and Training Foundation (ETF) has established itself as the government-backed and sector-led workforce development body for the Further Education (FE) and Training sector.

Our charitable purpose is to improve education and training for learners aged 14 and over. We believe that the key to this is to support teachers and their leaders to excel, leading to ever-improving learner outcomes, a better-skilled workforce and a stronger economy, country and society.

Our role, therefore, is to commission and deliver Continuing Professional Development (CPD) for all leaders, teachers and trainers in FE settings. Our support is for those working in colleges, independent training providers, third sector providers, adult and community education, employers, and offender learning providers.



In 2018-19, we pursued four strategic objectives:

- Leading **professional development** for teachers, trainers, leaders and governors;
- Supporting the FE sector to succeed through **reform and change**;
- Creating independent, impartial and **comprehensive workforce data** and research;
- Setting and promoting **high professional standards**.

Our strategic objectives for 2019-20 are:

- **Grow** the sector's membership body (Society for Education and Training), and increase the number of colleagues with the professional statuses and the number of high-quality entrants becoming teachers and trainers. The latter will be achieved by recruitment programmes including Taking Teaching Further, Talent to Teach and Further Forces;
- **Develop** teachers and trainers to excel through training programmes, networks, research and advanced professional development;
- **Inform** decision-makers with data, experience and insights;
- Enhance the sector's **leadership**, building an integrated approach to identify and develop leaders.



I am very grateful to the Education and Training Foundation for their partnership in building upon the successes of previous programmes at the Oxford Saïd Business School.

RT HON ANNE MILTON MP, APPRENTICESHIPS AND SKILLS MINISTER, NOVEMBER 2018





HIGHLIGHTS OF THE YEAR

We began 2018-19 on a high note. The Department for Education (DfE) released its review into its relationship with us, concluding that we were in a “unique and powerful” position to facilitate change and development in the FE sector, and to provide a feedback loop to help the DfE understand the sector better.

The Government’s industrial strategy sets a clear vision for the FE sector, which is important for helping deliver the skills that Britain will need to compete globally, in light of the potential impact of Brexit on the UK’s long-term economic growth. At the DfE’s request, we redefined our core mission this year from ‘improvement’ to ‘workforce development’.



Adult Community Learning leaders and teachers value the work of the ETF. They have helped ensure teachers are ahead of the game and ready to take on the next curriculum change before it happens. They are particularly grateful for the work on Governance through the National Leaders of Governance Initiative, Apprenticeship Reforms, maths and English, and Prevent.

DR SUE PEMBER OBE, DIRECTOR OF POLICY
AND EXTERNAL RELATIONSHIPS, HOLEX



SOME OF THE HIGHLIGHTS OF OUR YEAR

170

WE RECRUITED 170 HIGHLY SKILLED PROFESSIONALS AND TECHNICIANS FROM INDUSTRY INTO HARD-TO-FILL VACANCIES, ESPECIALLY IN STEM AND EARLY T LEVEL SUBJECTS.

20k

MEMBERSHIP OF THE SOCIETY FOR EDUCATION AND TRAINING (SET), THE NATIONAL PROFESSIONAL BODY FOR FE, ROSE BY OVER 15% TO 20,000, WIDENING OUR REACH INTO ALL AREAS OF THE FE TEACHING WORKFORCE.

3.5k

THROUGH OUR OUTSTANDING TEACHING, LEARNING AND ASSESSMENT (OTLA) FUNDED PROJECTS, AROUND 3,500 PRACTITIONERS HAVE BENEFITED DIRECTLY, 8,000 INDIRECTLY.

950

WE PROVIDED SUPPORT PACKAGES TO EMBED MATHS AND ENGLISH WITHIN WORK EXPERIENCE TO 950 TEACHERS AND TRAINERS, GIVING LEARNERS A REAL SENSE OF PURPOSE AND DRIVE.

- **Feedback has been outstanding from our flagship senior leadership programmes, run in partnership with Oxford University's Saïd Business School.** More than 100 top leaders, including current and aspiring CEOs and Principals, completed one of the programmes and we have added more modules in response to demand.
- **Our FE Governance portal has engaged more than 1,800 potential candidates and half of colleges are using it.**
- **We commissioned a wide range of resources to support technical teachers, trainers and managers in the FE sector to be ready to deliver the new T Level qualifications.** Programme activity will continue into 2019-20.
- **We provided a wide range of expert Continuing Professional Development (CPD) support to staff and governors across colleges, adult education institutions, training providers and in prisons.**
- **In December 2018, we won a significant contract from the DfE to be the national partner supporting 21 Centres for Excellence in Maths across England.** The aim is to deliver a step change in teaching up to Level 2 and generate evidence of 'what works'. To date, the programme has successfully delivered all expected KPIs.
- **The insights offered by anonymised Staff Individualised Records, the leading source of FE workforce data, continue to be valued by the sector and Government and are vital for decision-making.** This year, submissions rose to 193.
- **Of the 60,000 users of our FE Advice service, we answered 4,000 enquiries and 99% would recommend the service to others.**
- **Alongside support for the FE sector, we have also reviewed and developed our own organisation, its governance and its workforce.**

OUR CORE PROGRAMMES

T Levels

Our aim: To support the sector to be ready to deliver T Levels.

We have commissioned and developed a range of resources across five strands which we will be launching in 2019-20.

Continuing Professional Development

Our aim: To support high-quality, impactful CPD for teachers and trainers.

We did this through a wide range of programmes. We placed more emphasis on gathering key data to drive change and improvement in the FE sector. About 500 people accessed our Advanced Practitioner programme, which includes a three-day CPD programme, with a further 1,700 benefiting from colleagues sharing experiences.

SEND

Our aim: To provide training to help the sector support learners with SEND.

We supported teachers of learners with SEND through face-to-face and online platforms and nearly 1,500 people used our Foundation Online Learning SEND courses.



Improve maths and English teaching

Our aim: To improve the quality and effectiveness of maths and English teaching.

External evaluation confirmed the positive impact of our wide range of support programmes, including:

- Regional Specialist Leads, who provide in-depth support;
- Shaping Success programme – evaluation found participants could plan their sessions better to motivate students;
- 21 Centres for Excellence in Maths aim to deliver a step change in maths teaching up to Level 2. To date, the programme has worked with more than 161 teachers and leaders.

Diversity

Our aim: To maintain a focus on the diversity of sector staff and learners.

Diversity is embedded within the design fabric of the ETF's programmes to help support individuals with a BAME background. Specific support included training to recognise and address unconscious bias and providing mentoring for BAME staff. We plan to expand this programme in 2019-20.



Every college works strenuously to improve teaching, learning and the student experience, so the ETF's support and investment, particularly on common issues and challenges, can help enormously. All of this is important because, ultimately, improved quality in colleges benefits students, employers and communities.

DAVID HUGHES, CHIEF EXECUTIVE,
ASSOCIATION OF COLLEGES



New technology

Our aim: To support the sector in harnessing new technologies to maximise outcomes.

We launched our three-year EdTech Strategy in spring 2018, which underpins our Digital Teaching Professional Framework (DTPF). Following this, we unveiled our Enhance Digital Teaching Platform, featuring 40 free online modules to improve practice through technology. It hosted nearly 7,000 sessions in its first three months. Teachers continue to receive support from Foundation Online Learning (87k users) and the Excellence Gateway (200k users).

ATS professional status

Our aim: To establish Advanced Teacher Status (ATS) as the career development gold standard in FE teaching and training.

We continued to build the profile of ATS through a new strategy creating a professional pathway from early career, through Qualified Teacher Learning and Skills (QTLS) status, and finally to ATS.

Developing leaders

Our aim: To develop top leaders – CEOs, Chairs, CFOs and aspiring CEOs.

Around 100 current and aspiring Principals completed a bespoke ETF programme at Oxford Said Business School. In feedback, participants said that the programme was outstanding. In 2019-20 we plan to develop an alumni network for top leaders to share ideas and support new chairs.

Prevent

Our aim: To provide training and support on the Prevent Duty.

More than 74k staff and governors enrolled on our online support modules and 160k on the Side by Side learner modules.

Work with prisons

Our aim: To work with all prisons in England to support their education and training programmes.

Through the HMPPS-funded programme, we have supported 100% of prisons in England and more than 6,500 people accessed the online support.



Sector recruitment

Our aim: To recruit expertise and talent to the FE workforce.

More than 60k people have used our FE Advice service. There were nearly 300 placements in the undergraduate Talent to Teach scheme (then called Pathways to FE). We have recruited and supported almost 50 new teachers from industry, with a target of 150 by March 2020.

Comprehensive Workforce Data

Our aim: To produce independent, impartial and comprehensive workforce data and research.

The Staff Individualised Record (SIR) continues to be the leading source of FE workforce data for the ETF, sector and Government, and we saw a rise in the number of providers submitting data. We conducted a Training Needs Analysis (TNA) to inform a range of our activity.

SET professional membership

Our aim: To grow the Society for Education and Training (SET).

Membership of SET, the professional member body for the FE sector, grew by over 15% to more than 20,000.

60k

MORE THAN 60K PEOPLE HAVE USED OUR FE ADVICE SERVICE

15%

GROWTH IN MEMBERSHIP OF THE SOCIETY FOR EDUCATION AND TRAINING

74k

OVER 74K STAFF AND GOVERNORS ENROLLED ON OUR PREVENT DUTY ONLINE SUPPORT MODULES

CASE STUDIES

Raising attainment

Talk for Writing, which has raised attainment in writing in secondary schools, was tested in eight prisons and a youth offender institution as part of the ETF's Outstanding Teaching, Learning and Assessment (OTLA) programme.

Pass rates in Functional Skills Level 1 and Level 2 were lower in reading and writing than in speaking and listening, and prison teachers needed an approach with rapid impact as many prisoners serve short sentences.

English teachers and vocational teachers worked together to trial methods and help learners acquire new vocabulary in vocational settings and focus on key words to include in writing, enabling them to plan longer and more organised pieces.

This has led to a marked improvement in learner success rates in Functional English, with more than double the success rate in one prison.

Digital platform

In January 2019, the ETF launched the new Enhance Digital Teaching Platform, initially offering 40 free modules, designed to develop teaching and training practice through technology.

Users complete modules and gain online achievement 'badges', and the initial take-up has been very good, with 452 user registrations and 580 badges awarded. More than 6,900 sessions had taken by the end of March 2019.

In 2019-20 the Enhance platform will be expanded to 100 modules. We are also piloting and rolling out a dashboard to enable providers to view activity about Enhance across their organisation.

Darren Kirwin, Head of Quality, Waltham Forest College, says: "We've asked all of our staff to use the Enhance modules because we want to achieve a level playing field where everyone understands how technology can enhance teaching and training."

Supporting leaders

As part of the ETF's drive to improve workforce development, we deliver Continuing Professional Development (CPD) for people in senior finance roles. This support includes a five-month course, both residential and online, to develop providers' finance directors to become strategic business partners.

Feedback has been very positive from the 360 people who attended residential sessions in 2018-19 and the content will be reviewed and rolled out to additional cohorts in 2019-20.

David Moir, Deputy Principal, Finance and Resources, Basingstoke College of Technology, said: "I'm clearer about what can cause change programmes to falter, how to get projects back on track, and how to deal with the barriers to change that we come across.

"I also think the programme has increased my awareness of the importance of the role of Chief Finance Officer and the influence that a CFO can exert across the whole organisation."



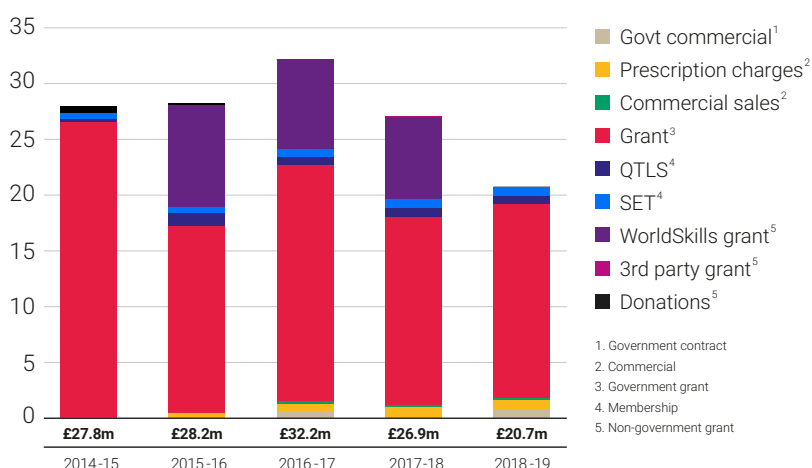
FINANCIAL HIGHLIGHTS

Our income

This table shows our income in 2018-19 compared with 2017-18:

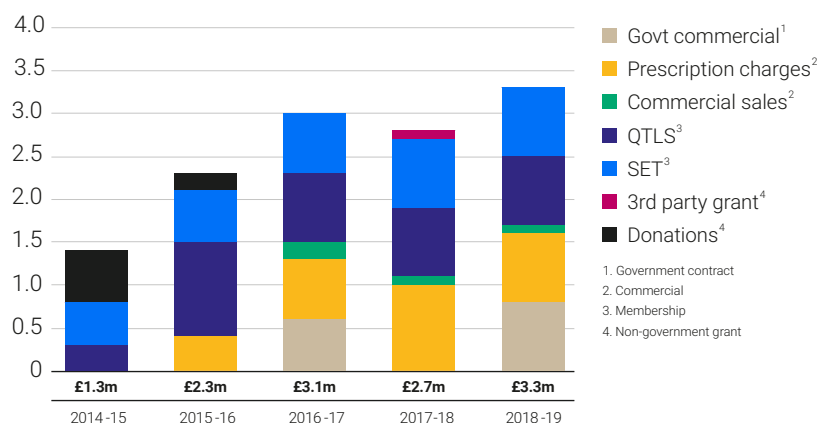
	2018-19	2017-18	Change
Government grant	£17.4m	£16.9m	£0.5m
WorldSkills grant	£0.0m	£7.3m	(£7.3m)
Commercial activities, of which:			
– Govt contract	£0.8m	£0.0m	£0.8m
– Prescription	£0.9m	£1.1m	(£0.2m)
– SET/QTLS	£1.6m	£1.5m	£0.0m
– Other	£0.0m	£0.1m	(£0.1m)
Total income	£20.7m	£26.9m	(£6.2m)

ETF income by year



Commercial income

The past four years have seen a big rise in our commercial income. From £0.7m in 2014-15, we received more than £3m in 2018-19, and this is well diversified across a range of sources:



FINANCIAL HIGHLIGHTS

Government grants

Since 2016-17, the Government has specified the programme areas where their grant to us must be spent. In 2018-19 this was:

Government grant	2018-19
Workforce development: leaders, chairs and governance	
Improving the quality of management and leadership	£2.0m
Improving the quality of governance	£1.1m
Workforce development: teacher and trainer development	
Supporting the quality of teaching basic skills	£5.8m
Supporting the quality of teaching and learning	£3.7m
Increasing awareness and supporting SEND	£0.7m
T Levels	£1.5m
Support for Government's agenda on preventing extremism	£0.2m
Sector recruitment	
Taking Teaching Further	£1.1m
Other projects (e.g. Further Forces)	£0.6m
Workforce data and research	£0.5m
Supporting apprenticeship reform	–
Support for the justice sector	£0.2m
	£17.4m

Our spending

Our total spending in 2018-19 was £21.0m, up £0.3m on 2017-18 (excluding WorldSkills costs). Nearly all of this has been spent on developing our programmes.

	2018-19	2017-18
Programme development	£18.7m	£18.7m
Research and data	£0.5m	£0.6m
Membership and accreditation	£1.8m	£1.4m
	£21m	£20.7m

Our costs

Most of our staff costs are included in our spending totals and they make up a smaller percentage of total costs than they used to.

Indirect costs (% of total costs)	2018-19	2017-18 (adjusted)
Total	13.2%	13.6%
Government grant work	12.7%	13.7%

OUR TRUSTEES AND ADVISORS

The ETF is governed by a Board of Trustees. We would like to thank them for their dedication over 2018-19:

	Appointed	Re-appointed	Resigned
Mr Z Azam	21 July 2017		
Ms S Dicketts CBE	8 December 2016		
Mr S R Freer (Senior Independent Director)	1 August 2013	8 December 2016	
Mr J Graham	27 March 2019		
Mr D Hayes MBE	9 July 2013	26 November 2015	1 March 2019*
Ms L Hayward-Smith CBE	9 July 2013	26 November 2015	1 March 2019*
Prof P Latchford OBE (Chair)	23 October 2019		
Dr N Leigh OBE	1 July 2016	1 March 2019	
Mr A McConnell OBE	22 July 2019		
Mr P Mullins OBE (Chair)	5 December 2013	7 July 2016	23 October 2019*
Mr M Ord	18 November 2016	1 March 2019	
Ms F Orban	8 June 2016	1 March 2019	
Dr S Pember OBE	16 June 2016	1 March 2019	5 June 2019
Ms R Spellman OBE	27 March 2019		
Mr M White OBE DL	9 July 2013	26 November 2015	1 March 2019*
Mr D Williams	18 November 2016	1 March 2019	

*Expiry of term of office

Chief Executive Officer: Mr D Russell (appointed 27 January 2014)
Company Secretary: Dr G Hobson (appointed 19 June 2014)

OUR PARTNERS



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THANK YOU

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